



WHEC Update

Briefing of worldwide activity of the Women's Health and Education Center (WHEC)

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Leadership Development Series

Leadership is a process, not a position. There was a time when people used the terms *leadership* and *management* interchangeable. Most people now recognize that, there is a significant difference between two. Management is at its best when things stay the same. Leadership deals with people and their dynamics, which are continually changing. Challenge of leadership is to create and facilitate growth. Those conditions require movement, which, as you will see in this edition, is inherent in moving up from one level of leadership to the next. The subject of leadership can be overwhelming and confusing.

If your vision of success includes starting an organization, owning a company, or putting together a team, you need to become good at leadership. If you cannot lead well, you will not be successful. I love learning about – *Leadership*. I also enjoy writing about it. The subject is inexhaustible. Why? Because everything rises and falls on leadership. If you want to make a positive impact on the world, learning to lead better will help you do it.

Why is our Leadership Edition so popular? The concept stated are tested and proven. It also instructs that will help you become a better leader. Looking at leadership as a series of levels that can be gained through targeted actions has many benefits. Here are just a few:

1. It creates a clear picture of *Leadership*;
2. It breaks down leading into understandable steps;
3. It provides a clear game plan for *Leadership Development*.
4. It aligns *Leadership Practices, Principles and Values*.

A practice is an action that may work in one situation but not necessarily in another. A principle is an external truth that is as reliable as a physical law. For example, when Solomon said, "A gentle answer turn away wrath, but a harsh word stirs up anger," he stated a principle that is universal and timeless. Principles are important because they function as a map, allowing us to make wise decisions. If we embrace a principle and internalize it, it becomes a part of our value.

The leadership journey has the potential to take individuals through a lifelong process in three phases: learn, earn, return. People at start of the journey who are given a position of leadership are faced with a decision. Are they going to learn now to lead better, or are they going to rely on their position, guard their turf, and play king of the hill to maintain what they have gotten? Those who chose to learn enter the learning phase and start to slowly to climb up the levels of leadership. Typically, when they reach the production level, they begin to receive recognition and the rewards of leadership. That is when most leaders enter the earning phase – many are content to stay there. They climb ladder in the organization, they have the respect of their peers, and they earn a good living. Only those leaders who decide to give back to others and develop other leaders enter the returning phase. Leaders who dedicate themselves to developing more leaders and pour themselves into the task, giving their best energies and resources to raise up other leaders, are the only ones who have the chance to move up to The Pinnacle.

No matter where you are in your own leadership journey, we encourage you to learn all you can and keep learning. Do not lead others solely for your own benefit. Start giving to others and teaching them to lead so that you can enter the returning phase. Do that long enough and well enough, share all the benefits of all five levels of leadership – you can maximize each to revolutionize your work and life. Share your leadership skills with us on **WHEC Global Health Line** (create an account).

Leading as a Verb, Not a Noun

Rita Luthra, MD



Your Questions, Our Reply

Where does leadership start? What should we do first? What processes should we use? How can we develop a productive team?

Leadership Development: Too often when people think of their journey into leadership, they envision a career path. What they should be thinking about is their own leadership! Good leadership is not about advancing yourself. It is about advancing your team. Lead people well and help members of your team to become effective leaders, and a successful career path is almost guaranteed. How leadership works can be learned by looking at the 5 levels. As you look at each level, you will become acquainted with the belief that help a leader move up to the next level.

Level 1 – Position. *People follow you because they have to.*

Position is the lowest level of leadership – the entry level. Positional leadership is based on the rights granted by the position and title. Nothing is wrong with having a leadership position. Everything is wrong with using position to get people follow you. Position is poor substitute for influence. Positional leaders usually have difficulty working with volunteers, younger people, and highly educated.

Level 2 – Permission. *People follow you because they want to.*

On the Permission level, people follow because they want to. When you like people and treat them as individuals who have value, you begin to develop influence with them. You develop trust. The environment becomes much more positive – whether at home, on the job, at play, or while volunteering.

Level 3 – Production. *People follow you because what you have done for the organization.*

On the Production level, leaders gain influence and credibility, and people begin to follow them because of what they have done for the organization. Many positive things begin happening – work gets done, morale improves, profits go up, turnover goes down, and goal are achieved.

Level 4 – People Development. *People follow you because of what you have done for them.*

Leaders become great not because of their power but because of their ability to empower others. Leaders use their position, relationships, and productivity to invest in their followers and develop them until the followers become leaders in their own right. The result is reproduction: People Development wins championships. Level 4 leaders change the lives of the people they lead, the people follow them because of that. Their relationships are often lifelong.

Level 5 – Pinnacle. *People follow you because of who you are and what you represent.*

The highest and most difficult level of leadership is the Pinnacle. While most people can learn to climb to Levels 1 through 4. Level 5 requires not only effort, skill, and intentionality but also a high level of talent. Only naturally gifted leaders ever make it this highest level. Level 5 leaders develop people to become good and successful leaders.

Developing leaders to the point where they are able and willing to develop other leaders is the most difficult leadership task of all. But there are payoffs: Level 5 leaders develop Level 5 organizations. They create opportunities that other leaders do not. Their relationship gains a positive reputation. They create legacy in what they do. As a result, Level 5 leaders often transcend their position, their organization, and sometime their industry.

If you want to become an effective leader and lead the way successful people do, then you must master the level-5 leadership. The higher you go, the easier it is to lead others.



United Nations High-Level Political Forum On Sustainable Development

<https://hlpf.un.org/>

The Curriculum on Governance for the Sustainable Development Goals, aims to promote critical understanding of sustainable development issues, enhance governance capacity, and strengthen public servants' awareness of their active role in contributing to the achievement of the SDGs. It aims at developing the knowledge and capacities required to implement the 2030 Agenda for Sustainable Development and support concrete outcomes and lasting impact.

Women's Health and Education Center (WHEC) @ 2022 HLPF

Virtual Side Event on 7 July 2022; 13:00 to 14:30 EST (New York Time)

Improving Global Partnerships for Education and Health

It was a successful event and I have heard very positive response, from the audience. Special thanks to all the Speakers for sharing their projects and humanitarian efforts to make this planet a better place to live. WHEC will support these efforts, in anyway, it can. Thank again.

ECOSOC had sent us *Our Landing Page*; my pleasure and privilege to share will the whole Working Group, Physician's Board and volunteers – who have made this initiative a success. Access link:

<https://hlpf.un.org/2022/programme/improving-global-partnerships-for-education-and-health>

WHEC has created A Page for HLPF on its platform. Details can be found this page and link is below.

<http://www.womenshealthsection.com/content/whec/hlpf.php3>

YouTube Video Link: <https://www.youtube.com/watch?v=QLcKZO3JXfc>

WHEC's Written Statement: Role of Science & Technology in Building Back Better
UN Document: E/2022/NGO/XX

<http://www.womenshealthsection.com/content/documents/ngo-Written-Statements-2022-HLS.pdf>



Our YouTube Channel

For your convenience and easy access to Online Seminars, hosted by Women's Health and Education Center (WHEC) and Side Events, at the United Nations (UN); we have created a new channel

for you on YouTube; Name:



WHEC's Webinars

https://www.youtube.com/channel/UCcGIh8pol9LAbQC1Xk_gkZw

[WHEC's Webinars - YouTube](#)

Subscription is free – Please subscribe this channel, so that we could serve you better.



United Nations at a Glance

Mauritania became UN Member State on 27 October 1961



Mauritania, officially the **Islamic Republic of Mauritania**, is a sovereign state in Northwest Africa. It is bordered by the Atlantic Ocean to the west, Western Sahara to the north and northwest, Algeria to the northeast, Mali to the east and southeast, and Senegal to the southwest. Mauritania is the eleventh largest country in Africa, and 90% of its territory is situated in the Sahara. Most of its population of 4.4 million lives in the temperate south of the country, with roughly one third concentrated in the capital and largest city, Nouakchott, located on the Atlantic coast. Religion: almost 100% Islam with most inhabitants adhering to Sunni denomination.

Mauritania is culturally and politically part of the Arab world; it is a member of the Arab League and Arabic is the sole official language. Reflecting its colonial heritage, French is widely spoken and serves as a *lingua franca*. The official religion is Islam, and almost all inhabitants are Sunni Muslims. Mauritania was colonized by France as part of French West Africa. It achieved independence in 1960. It was the last country to abolish slavery, in 1981, and criminalized it only in 2007.

Despite an abundance of natural resources, including iron ore and petroleum, Mauritania remains poor; its economy is based primarily on agriculture, livestock, and fishing. Mauritania is known for its poor human rights record, most notably the continued practice of slavery, a result of a historical caste system between the Bidhan and Haratin.



Mauritania's first fully democratic presidential elections took place on 11 March 2007. The elections effected the final transfer from military to civilian rule following the military coup in 2005. This was first time since Mauritania gained independence in 1960 that it elected a president in a multi-candidate election. The elections were won in a second round of voting by Sidi Ould Cheikh Abdallah, with Ahmed Ould Daddah a close second.

Approximately three-quarters of Mauritania is desert or semi-desert. As a result of extended, severe drought, the desert has been expanding since the mid-1960s. According to the US State Department *2010 Human Rights Report*, abuses in Mauritania include: "... mistreatment of detainees and prisoners; security force impunity; lengthy pretrial detention; harsh prison conditions, arbitrary arrests; limits on freedom of the press and assembly; corruption; discrimination against women; female genital mutilation (FGM); child marriage; political marginalization of southern-based ethnic groups; racial and ethnic discrimination; slavery and slavery-related practices; and child labor."

Secretary-General's Report on "Our Common Agenda"

"Our Common Agenda" report looks ahead to next 25 years and represents the Secretary-General's vision on the future of global cooperation and reinvigorating inclusive, networked, and effective multilateralism. They pledged to strengthen global governance for the sake of present and coming generations, and to that end, requested the Secretary-General to report back with recommendations to advance our common agenda, and to respond to current and future challenges.

If the work is to recover from COVID-19 and we are to deliver on our promises to future generations – to secure a world where everyone can thrive in peace, dignity and equality on a healthy planet – then 2022 must be the year we change gear.

Details: <https://sdgs.un.org/statements/mauritania-26850>

Collaboration with World Health Organization (WHO)

WHO | Mauritania



Health Situation

Mauritania's location, bridging the North African and Sub-Saharan regions, gives the country enormous potential for economic and social development, with the opportunity to integrate into a large economic area and greater scope for participating in the global economy. Mauritania is also rich in natural resources (iron ore, gold, copper, natural gas, oil etc.) and has considerable potential for agricultural production and fisheries. The country is prone to natural disasters such as drought and flooding, and faces security risks connected with instability in the Sahel. The situation has mobilized the international community, in particular the United Nations, through a plan to support development. The presence of Malian refugees in the last four years and the adverse impact on the host population are challenges that will, it is hoped, be temporary.

Despite all the efforts invested, maternal and child mortality rates are still high; Mauritania was unable to achieve the expected targets for SDGs 4 and 5. Nevertheless, progress towards SGD 6 was encouraging, with prevalence of HIV remaining below 1%. Mauritania has committed itself to eliminating malaria by 2030. The overall performance of Mauritania's health system is significantly limited by a shortage of high-qualified health workers and the uneven distribution of existing health workers throughout the country.



Health Policies and Systems

The five strategic areas of the national health development plan include the following 4 areas:

1. reducing maternal and neonatal mortality;
2. reducing infant and child mortality;
3. control of the principal communicable diseases, including neglected tropical diseases, and
4. control of non-communicable diseases, including road traffic injuries.

Cooperation for Health

The Mauritanian health sector includes a number of different stakeholders (technical and financial partners, civil society and private sector). To coordinate them, the Government has set up a national committee to steer the national health development plan. This committee holds regular meetings to take decisions on major health issues. In the context of implementing the international health Partnership (IHP+), a National Compact was signed in 2013 which makes provision for an annual health sector review. WHO cooperation with Mauritania is currently governed by the Country Cooperation Strategy (CCS) for the period of 2020-2025, extended to 2030. A new CCS for the period of 2020 – 2025 is being drafted, the centerpiece of which will be the SDG and Universal Health Coverage (UHC).

Details: <https://www.afro.who.int/countries/mauritania>
<https://www.who.int/countries/mrt/>



Mauritania Joined UNESCO on 10 January 1962



Launch of the Manual for Citizenship and Human Rights Education for youth in Mauritania

The UNESCO Office for the Maghreb (based in Rabat, Morocco) and the Ministry of Culture and Crafts in Mauritania, on 19 and 20 January. The event provided opportunity to exchange with different actors on challenges on human rights and citizenship education in Mauritania today, and on the prospects for future use of the Manual through the training of trainers. The goal is to enable young people, assisted by trainers and facilitators, to deepen and to put into perspective their knowledge of the values of citizenship and human rights principles through a constant back and forth between the universal ideal and the political, social, cultural and environmental context in which they are located.

Human rights and citizenship education is considered a key factor for youth to appropriate the ideals of freedom and rights that lay foundations to all Nations. The Manual can help the youth of Mauritania to better understand the spirit of human rights, to put it in perspective in their social, political, economic and cultural context, to talk about it, and to exercise their role of informed and enlightened citizens. As for the youth workers, trainers, teachers, professionals and volunteers, they will find concrete ways to encourage young people to engage in active citizenship and promote human rights.



Ancient *Ksour* of Ouadane, Chinguetti, Ticchitt and Oualata (Mauritania)

Founded in the 11th and 12th centuries to serve the caravans crossing the Sahara, these trading and religious centers became focal points of Islamic culture. They have managed to preserve an urban fabric that evolved between the 12th and 16th centuries. Typically, houses and patios crowd along narrow streets around a mosque with a square minaret. They illustrate a traditional way of life centered on the nomadic culture of the people of the western Sahara.

Outstanding Universal Value

These four ancient towns, founded in the 11th and 12th centuries, were originally built to serve the important caravan trade routes that began crossing the Sahara. They comprise outstanding examples of settlements and were synonymous with cultural, social and economic life over numerous centuries. These trading and religious centers became the home of Islamic culture.

Developed between the 12th and 16th centuries, the towns constitute a series of stages along the trans-Saharan trade route with a remarkably well-preserved urban fabric, and houses with patios densely packed into narrow streets around a mosque with a square minaret. They bear witness to a traditional lifestyle, centered on the nomadic culture of the populations of Western Sahara. The roots of towns go back for more than 7 centuries, resulting in urban ensembles that bear testimony to the intensity of changes linked with the important west-east and north-south trans-Saharan trade.

The four towns were prosperous centers from which radiated an intense religious and cultural life. These *ksour* are located on the Southern limits of the Saho-Sahelen desert and over time became obligatory stages for the caravan routes linking North Africa and the river regions of western Africa, but also the entire savanna zone.

Details: <https://en.unesco.org/countries/mauritania>

Education-for-All and Health-for-all



Bulletin Board

HISTORY

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries – developed and developing – in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

The SDGs build on decades of work by countries and the UN, including the UN Department of Economic and Social Affairs;

- In June 1992, at the Earth Summit in Rio de Janeiro, Brazil, more than 178 countries adopted Agenda 21, a comprehensive plan of action to build a global partnership for sustainable development to improve human lives and protect the environment.
- Member States unanimously adopted Millennium Declaration at the Millennium Summit in September 2000 at UN Headquarters in New York. The Summit led to the elaboration of eight Millennium Development Goals (MDGs) to reduce extreme poverty by 2015.
- The Johannesburg Declaration on Sustainable Development and the Plan of Implementation, adopted at the World Summit on Sustainable Development in South Africa in 2002, reaffirmed the global community's commitment to poverty eradication and the environment, and built on Agenda 21 and the Millennium Declaration by including more emphasis on multilateral partnership.
- At the United Nations Conference on Sustainable Development (Rio+20) in Rio de Janeiro, Brazil, in June 2012, Member States adopted the outcome document “The Future We Want” in which they decided, inter alia, to launch a process to develop a set of SDGs to build upon the MDGs and to establish the UN High-level Political Forum on Sustainable Development. The Rio+20 outcome also contained other measures for implementing sustainable development, including mandates for future programs of work in development financing, small island developing states and more.
- In 2013, the General Assembly set up a 30-member Open Working Group to develop a proposal on the SDGs.
- In January 2015, the General Assembly began the negotiation policy shaping, with the adoption of several major agreements:
 1. Sendai Framework for Disaster Risk Reduction (March 2015)
 2. Addis Ababa Action Agenda on Financing for Development (July 2015)
 3. Transforming our world: the 2030 Agenda for Sustainable Development with its 17 SDGs was adopted at the UN Sustainable Development Summit in New York in September 2015
 4. Paris Agreement on Climate Change (December 2015).
- Now, the annual High-level Political Forum on Sustainable Development serves as the central UN platform for the follow-up and review of the SDGs.

Today, the Division for Sustainable Development Goals (DSDG) in the United Nations Department of Economic and Social Affairs (UNDESA) provides substantive support and capacity-building for the SDGs and their related thematic issues, including water, energy, climate, oceans, urbanization, transport, science and technology.

<https://sdgs.un.org/2030agenda>

To be Continued.....



Collaboration with UN University (UNU)

UNU-WIDER (World Institute for Development Economics Research)

Expert Series on Health Economics

Aid and Rent-Driven Growth Mauritania, Kenya and Mozambique Compared

This Working Paper conceptualizes foreign aid as a geopolitical form of rent in order to help distinguish the conditions under which aid is detrimental to sustained economic recovery from those where it is beneficial. Foreign aid shares with natural resource rent and contrives (i.e., government monopoly) rent the property of being a large revenue stream that is detached from the economic activity that generates it, and elicit political contests of its capture. Rent-driven models suggest such contests have two adverse effects:

1. They deflect government incentives into rent-channeling at the expense of promoting wealth creation; and
2. The resulting political allocation of the rent distorts the economy and precipitates a growth collapse, which is protracted.

In this context, the three principal causes of aid failure identified in the literature (corruption, poor policy environment and Dutch disease effects) are all symptoms of the destabilizing impact of rent streams on immature political economies. Consequently, the deployment of foreign aid to revive collapsed economies runs the risk of perpetuating rent-seeking and thereby postponing essential economic restructuring. This working paper compares the varied impacts of aids on the development trajectories of Mauritania, Kenya and Mozambique. It argues that successful aid deployment requires: recognition that aid modalities differentiate aids' effectiveness; stronger public accountability; and the construction of a cohesive pro-reform political constituency. The paper proposes a dual track strategy as a politically practical means of deploying geopolitical rent to restructure distorted economies.

Kenya dramatically shows how such growth collapses retard the demographic transition and accelerate the shift towards resource scarcity. But although rent-driven models predict this condition will self-correct by motivating governments to create wealth and by shifting the development trajectory into competitive industrialization, this did not occur in either Kenya or Mauritania. The reason appears to be that rent-seekers treat aid as additional rent. They undermine reform to restructure of the economy and promote political accountability because they prosper from a distorted economy and lose if competitive markets expand. The inertia of rent-seeking means that the provision of foreign aid to distorted economies can perpetuate all three adverse aid features that the literature has identified (corruption, poor policy and Dutch disease effects) in the presence weak sanctions against anti-social governance and of a fractious society. The Mozambique case suggests, however, that geopolitical rent can be beneficial where: (i) donors target investment (rather than current consumption and/or budgetary support, which are more fungible) and monitor it and also encourage institutions for transparent macro policy and public finances; and (ii) a credible pro-reform political opposition coheres to hold the government to account. In Mozambique, the risk of renewed civil strife may have reinforced the democratic check on the government, at least initially.

Publisher: UNU-WIDER; Author: Richard M. Auty; Sponsor: This study is a revised version of the paper presented at the 16-17 June 2006 WIDER development conference on 'Aid: Principles, Policies, and Performance', directed by George Mavrotas.

Details of the paper can be accessed from the link of UNU-WIDER on CME Page
<http://www.womenshealthsection.com/content/cme/>

Two Articles of Highest Impact, July 2022

Editor's Choice – Journal Club

Fully open-access with no article-processing charges

Our friendship has no boundaries. We welcome your contributions.

1. **Learning Life Lessons: Part III;** <http://www.womenshealthsection.com/content/gynmh/gynmh018.php3>
WHEC Publications. Funding: WHEC Global Initiatives are funded by a grant from an anonymous donor. Join us at WHEC Global Health Line for discussion and contributions.
2. **Neonatal Seizures;** <http://www.womenshealthsection.com/content/obsnc/obsnc013.php3>
WHEC Publications. Funding: WHEC Global Initiatives are funded by a grant from an anonymous donor. Join us at WHEC Global Health Line for discussion and contributions.

Partnership for Maternal, Newborn & Child Health (World Health Organization)
PMNCH Member

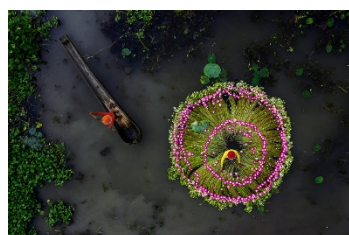
Worldwide service is provided by the WHEC Global Health Line



From Editor's Desk

WHEC Projects under Development

Climate and Environment: Why take part?



#OnlyOneEarth

“**OnlyOneEarth**” was the slogan for the first United Nations Conference, held in Stockholm in 1972. This put sustainable development on the global agenda and led to the establishment of World Environment Day. Fifty years later, Sweden hosted Stockholm+50 from 2 to 3 June, and the world Environment Day on 5 June.

https://youtu.be/_CIPLOajR58

Time is running out, and nature is in emergency mode. To keep global warming below 1.5° C this century, we must halve annual greenhouse gas emissions by 2030. Without action, exposure to air pollution beyond the safe guidelines will increase by 50% within the decade and plastic waste flowing into aquatic ecosystems will nearly triple by 2040.

Action towards Marine Plastic Pollution for Implementation of the SDGs

Plastic waste is one of the most pressing environmental issues facing our planet.

Approximately 7 billion of the 9.2 billion tons of plastic produced from 1950 – 2017 became plastic waste, ending up in landfills. Plastic waste is also entering the ocean at a rate of about 11 million metric tons a year, where it is harming marine life and damaging habitats.

At the fifth United Nations Environment Assembly (UNEA 5.2) in Nairobi, Kenya, a historic resolution was adopted to end plastic pollution and forge an international legally binding agreement to address the full lifecycle of plastic, including its production, design and disposal.

**It's time for bold choices.
It's time for urgent action.
It's time for a better future on a healthy planet.**

Stockholm+50 commemorates the 1972 United Nations Conference on the Human Environment and celebrates 50 years of global environmental action. By recognizing the importance of multilateralism in tackling the Earth's triple planetary crisis – Climate, nature and pollution – the international meeting aims to drive action towards a healthy planet for the prosperity of all.



Leadership Dialogue

The leadership Dialogues contributed to the outcome of Stockholm+50 by yielding clear and concrete recommendations and messages for action at all levels. They aimed to mobilize the global community behind strengthened cooperation and accelerated innovative action. Each of the three leadership dialogues was presided over by Co-Chairs- one from a developing country and one from a developed country – that were appointed by the two Presidents of the international meeting.

All relevant stakeholders, including women, youth, older persons with disabilities, Indigenous Peoples and local communities were invited to contribute to the discussions to build momentum for a healthy planet for the prosperity of all. Find out about the Informal Working Groups that were established for each of the three dialogues to guide the work leading up to the international meeting.

Key Messages:

1. Recognizing that a healthy planet is essential for our social and economic progress and resilience, well-being and health, and to achieve the 2030 Agenda and its sustainable development goals, we heard urgent call for – Government to protect and promote both human rights and the rights of nature. Governments, especially the G20, to elevate ambition in their emissions pledges (NDCs) to secure global net zero by midcentury in order to meet the Paris Agreement, and to pursue efforts to limit the temperature increase to 1.5°C.
2. As effective and fair multilateralism enables the implementation of existing commitments, we heard urgent call for – Governments to fully implement existing obligations and commitments, in accordance with the principle of equity and common but differentiated responsibilities and respective capabilities, in the light of different national circumstances, in the context of sustainable development and efforts to eradicate poverty.
3. Noting that fulfilling human rights to a clean health, and sustainable environment is critical for a health planet and prosperity of all, we heard urgent call for – The UN General Assembly to recognize the right to a clean, healthy and sustainable environment, as per Human Rights Council Resolution 48/13.
4. Recognizing that integrated and joint approaches are essential for acceleration effective climate action, biodiversity and ecosystem conservation and restoration, pollution prevention and disaster risk reduction, we heard urgent calls for – Policymakers to adopt new economic pathways that embody the principles of fair and sustainable economy. Governments and the private sector to adopt, by 2030, a roadmap for achieving carbon neutral, nature-positive, less polluting economies.

<https://www.stockholm50.global/>

COVID-19 Stress vs. Burnout



Stress is a part of life. Burnout DOES NOT have to be. Record number of Americans quit their jobs every year. More than 40% of workers are reportedly thinking about doing the same. After 2 years of social turmoil because of COVID-19 pandemic, workers are burnt out. This has become a changed world and a changed workplace. While the concept existed before pandemic – the World Health Organization (WHO) recognized workplace burnout as a legitimate medical diagnosis in 2019. Research has found it has soared in the era of face masks, social distancing, and working from home – challenges and isolation of every day’s life and work has soared. Increasing the number of burnout among the workforces.

No one is immune. As millions of workers are discovering, burnout can happen to anyone. Burnout can come from not feeling valued at work, like being overlooked for a promotion and it can develop from being overworked, not having clear boundaries, and be compounded with pressures at home, especially for parents and caregivers. It might even stem from indirect trauma, like emotionally fraught stories in the news. Marginalized communities are more affected because their narratives are not always validated. Culture can also affect burnout. Having grown up in a culture reluctant to address mental health. You can love what you do but go into burnout because you are not managing your stress effectively.

Burnout looks very different than stress. It is where you are disillusioned, underwhelmed, and the term is “blunted,” where you are emotionally just flat. Nothing really fazes you anymore. You may lose interest in the things you used to enjoy. Daily functioning may suffer. You might find yourself questioning everything. Others might recognize changes in your personality.

Burnout can look like or occur alongside depression. It is sometimes important to seek professional advice and help if you notice warning signs. Not one size fits all. If left unchecked, burnout can wreak havoc on the body. A study published in 2020 links burnout with atrial fibrillation, the leading cause of stroke in the United States. Some workers may need a temporary break from their job, others might need to leave their role of switch industries. Burnout can take years to get to. And then burnout could just as quickly go away when you pivot once. But then also it could take years to get through.

Managing daily stress. It is crucial to learn to manage your stress on a daily basis. The first step is validating how you are feeling and why. Learning to spot your triggers and boundaries will help you gain a sense of control. Also think about the things that get you “excited in life” and try to make them a daily habit. You can build your own resilience daily. We all have resilience. We need to work hard to build it. And that is the process of preventing burnout.

When will the World Return to Normal?

With nearly 3 billion vaccines administered, that should be coming soon, right> the answer varies depending on where you live. Those fortunate enough to live in countries with powerful economies are increasingly protected from COVID-19, while low-income countries have received less than 1% of doses. We all want to live safely, work, see our friends and families.

But until the whole world is vaccinated, the pandemic will not be over. And there are billions of people left behind.

Art & Science

Art that touches our soul

At the Seashore by Anna Blinska-Bohdanowicz



At the Seashore is an 1886 oil-on-canvas painting by the Polish artist Anna Blinska-Bohdanowicz, depicting a young woman from a fishing village sitting on the sand with her little daughter. The painting presents a realistic scene from a beach located by the English Channel and conveys a profound sense of melancholy.

Painted in Pourville, Normandy, the work is a reflection on the recent death of the artist's father, and a close friend. *At the Seashore* is regarded as one of the best and most well-known works in the artist's oeuvre.

The artist captured not only the gloomy atmosphere and the vastness of the seaside landscape but also the complex nature of motherhood. The figures of the mother and her child, portrayed from behind, are separated by the expanse of the sea, which is often interpreted as a sign of mourning after the loss of a child.

Dimensions: 60 cm X 50 cm (23.6 in X 19.6 in)

The painting is part of collection of the National Museum in Warsaw, Poland.

*Monthly newsletter of WHEC designed to keep you informed on
The latest UN and NGO activity*

<http://www.WomensHealthSection.com>

